

ABSTRACT

The development of organizations today faces challenges related to employee turnover that can have a negative impact on various aspects of the organization. This phenomenon has serious consequences in the organization, especially if the employee turnover rate is high. Employee turnover can not only occur in business-oriented companies but can also occur in employees who work in non-profit organizations, such as organizations engaged in the education sector. This thesis aims to see the intention to move employees of non-profit organizations such as the education sector is influenced by organizational culture, transformational leadership style, and job satisfaction. This research also uses a quantitative method with a Partial Least Square (PLS) approach using SmartPLS 3.0 software. The results reveal that organizational culture and transformational leadership style alone have a positive influence on performance satisfaction. In addition, organizational culture, transformational leadership style, and job satisfaction also have a positive effect on turnover intention.

Keywords: *Organizational Culture, Transformational Leadership Style, Job Satisfaction, Turnover Intention in Education Sector*